February 7, 1977

Ms. Carol A. Camelio
1789 Lanier Place, N.W. #42
Washington, D.C. 20009

Dear Ms. Camelio:

Thank you for your letter of January 10, 1977, concerning the decriminalization of marijuana. As you may know Councilmember David Clarke has introduced the "District of Columbia Controlled Substances Act" (Bill 2-53) which I co-sponsored. Among other things the bill would decriminalize the possession of small amounts of marijuana (one ounce or less). Public hearings are scheduled for March 3, 1977 in the Council Chambers.

I will continue to support legislative efforts to decriminalize marijuana. Thank you for writing.

Sincerely,

Julius W. Hobson
Councilman at-Large

COUNCIL OF THE DISTRICT OF COLUMBIA

WASHINGTON, D. C. 20004

February 7, 1977

Dear

On Monday, January 3, 1977, I introduced the "Practice of Audiology and Speech Pathology Act of 1977" (Bill 2-9, referred to the Committee on Public Service and Consumer Affairs chaired by Councilman John Wilson.) The bill would provide a regulatory authority over persons who offer services to people with speech and hearing disabilities.

I am asking your support for the "Practice of Audiology and Speech Pathology Act" and hope you will testify at the public hearings on this bill scheduled for Wednesday, March 16, 1977. If you have further ideas for encouraging citizen interest and patricipation, I would welcome your suggestions.

Please do not hesitate to contact my Executive Assistant, Mr. Sandy Brown at 724-8072, for further information.

Sincerely,

Julius W. Hobson

Julius W. Hobson
Councilman at Large

Enclosure

Dr Ann Covington
University of D.C.
724 9th St., N.W.
Washington, D.C. 20004

Mr. Eugene Wiggins
Speech & Hearing Clinic
University of D.C.
724 9th St., N.W.
Washington, D.C. 20001

Dr. Elizabeth Young
8104 Beach Dr., N.W.
Washington, D.C. 20012

Mrs. Eleanor Elaine Vowelf
D.C. General Hospital, Rm. 344
1900 Massachusetts Ave., S.E.
Washington, D.C. 20003

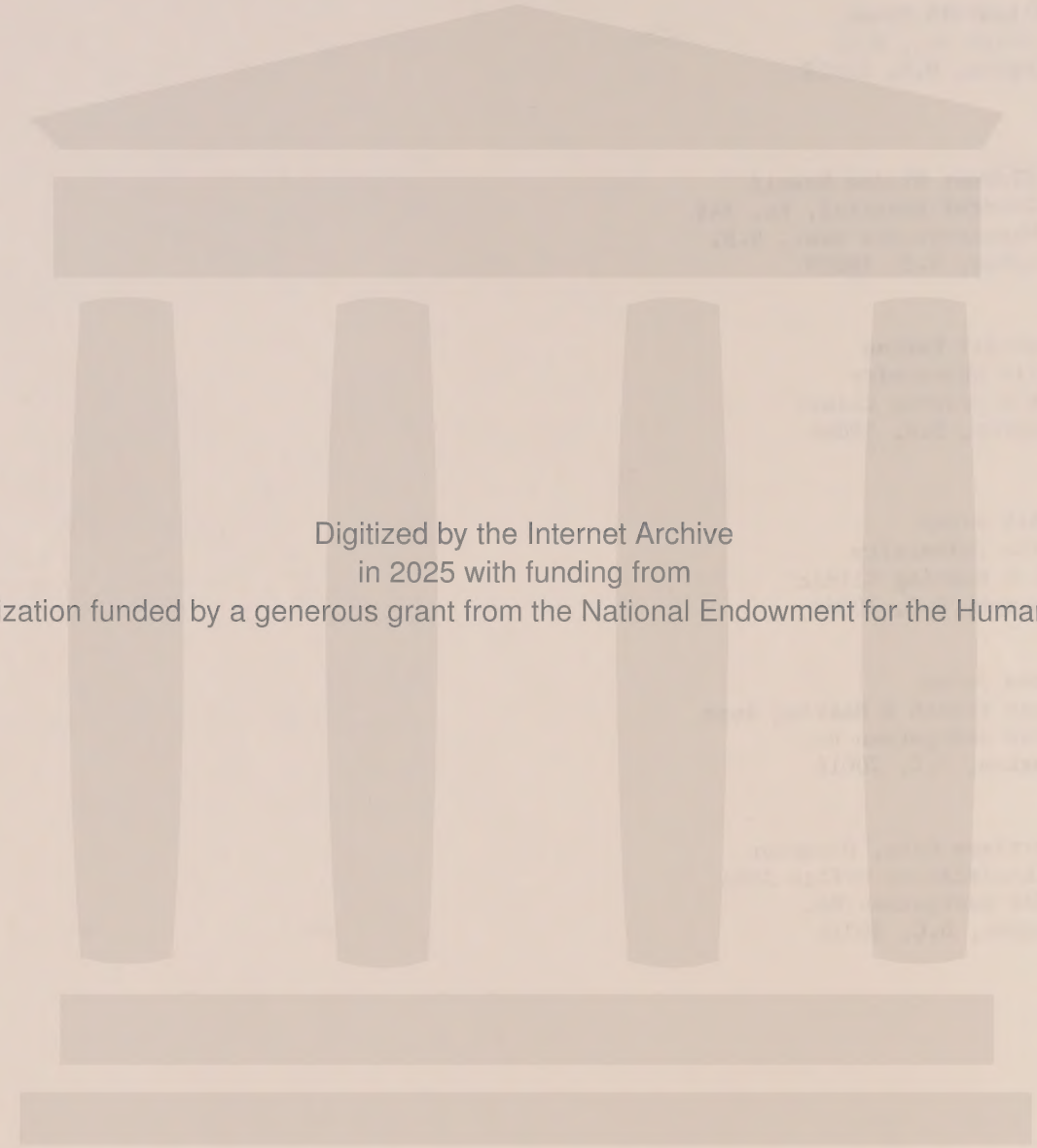
Dr. Harriet Kaplan
Catholic University
Speech & Hearing Clinic
Washington, D.C. 20064

Dr. Bill Daley
Catholic University
Speech & Hearing Clinic
Washington, D.C. 20064

Dr. Irma Jeter
American Speech & Hearing Assn
9030 Old Georgetown Rd.
Washington, D.C. 20014

Mr. Morrison Cain, Director
State Legislation Office ASHA
9030 Old Georgetown Rd.
Washington, D.C. 20014

Mr. George W. Fellendorf
Alexander Graham Bell Assn
for the Deaf
3417 Volta Pl., N.W.
Washington, D.C. 20007



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February 7, 1977

Dr. John C. Petricciani
1845 Vernon Street, N.W.
Washington, D.C. 20009

Dear Dr. Petricciani:

Thank you for your letter of January 25, 1977 concerning the decriminalization of marijuana. As you may know Councilmember David Clarke has introduced the "District of Columbia Controlled Substances Act" (Bill 2-53) which I co-sponsored. Among other things the bill would decriminalize the possession of small amounts of marijuana (one ounce or less). Public hearings are scheduled for March 3, 1977 in the Council Chambers.

I will continue to support legislative efforts to decriminalize marijuana. Thank you for writing.

Sincerely,

Julius W. Hobson
Councilman at Large

2/2/77

FROM: Julius W. Hobson, Chairman, Committee on Education, Recreation, and Youth Affairs

TO: Secretary to the Council

RE: Filing of Legislation in the Office of the Secretary

Please file the attached legislation in the Office of the Secretary. This legislation should be handled in the following manner.

[ ] Legislation for introduction on the Secretary's Report

[ ] Legislation for introduction at the next Legislative Session of the Council

[x] Report and Legislation for the Council Work Session Please schedule for COW on February 7, 1977 and Legislative Session on February 8, 1977 at request of Committee on ERYA

Patricia E. Miner, Staff Director
(Committee person submitting filing)

Committee on Education, Recreation, and Youth Affairs
Councilmember or Committee

February 7, 1977

Ms. Jane D. Davy
Chairman, Licensure Committee
District of Columbia Occupational
Therapy Association
Washington, D.C.

Dear Ms. Davy:

Thank you for writing me concerning a proposed bill requiring licensure for all practitioners of occupational therapy to be introduced by Councilmember Shackleton.

I will certainly keep your views in mind as we consider this legislation.

Sincerely,

Julius W. Hobson
Councilman at Large

DISTRICT OF COLUMBIA
OCCUPATIONAL THERAPY ASSOCIATION
Washington, D.C.

January 26, 1977

Councilmember Julius Hobson
District Building
14th and E Street N.W.
Washington, D.C. 20004

Dear Councilmember Hobson,

I am writing on behalf of the District of Columbia Occupational Therapy Association to request your support for a proposed bill requiring licensure for all practitioners of occupational therapy. The bill will be introduced by Councilmember Shackleton.

At this time in the District of Columbia there are approximately 100 occupational therapists and occupational therapy assistants. We provide health services to people of all ages in a wide variety of settings including hospitals, nursing homes, home health maintance organizations, public health centers, mental health centers, rehabilitation centers, schools, and facilities for the developmentally disabled, as well as patient's homes. Our clients include stroke patients, the newly blind, kidney dialysis patients, severely burned children and adults, accident victims who have lost arms or hands and individuals with spinal cord injuries. Occupational therapy is also an essential service in psychiatric, metal health, and mental retardation units.

The occupational therapist often works with a person who has been partially paralyzed or disabled by a stroke, spinal cord injury or arthritis. The therapist helps the patient learn how to compensate for loss of function in the affected limbs or extremities. He frequently designs and fabricates adaptive equipment to improve the functioning of hands and arms. Improper positioning or untrained supervision in the use of this equipment can easily result in permanent damage for the patient

It is also quite common for a child with severe burns or an adult who has had hand surgery to be referred to the occupational therapist by the plastic surgeon. Protection of these patients requires that experienced practitioners familiar with the physiological and psychological elements of these injuries administer this treatment.

RECEIVED
JAN 1977

Occupational therapists also treat children with sensory or perceptual problems. Treatment by persons without appreciation of the complexities of such neurological deficits may result in reinforcement of the problem.

As I hope these brief examples illustrate, the occupational therapist serves the public in most significant and crucial areas of health care. The profession works primarily with individuals whom illness or injury have rendered unable to perform satisfactorily the dail tasks of living.

Persons in these circumstances can be seriously harmed if proper safeguards are not maintained to insure high quality care. Over the years, the American Occupational Therapy Association has attempted to protect the public and guarantee the integrity of education, training, and practice. These standards underlie the certification process that the Association attempts to require of anyone who seeks to practice occupational therapy. The bill being submitted for consideration by the District of Columbia City Council would incorporate these standards and certification procedures in to District law.

We believe that at the present time a licensure law will provide the most effective means for insuring the protection of those District citizens who require occupational therapy treatment. Statutory recognition guarantees a legal recourse to any disabled or ill person who might be harmed by the incompetent, unscrupulous, or unauthorized provider of this type of service. A law of this kind also makes the profession legally accountable for the quality of health care that it delivers. For these reasons, we hope that you will concur with us in our attempt to protect the District of Columbia consumer and maintain quality standards of occupational therapy service by supporting passage of this proposed legislation.

Sincerely,

Jane D. Davy

Jane D. Davy, OTR
Chairman, Licensure Committee
District of Columbia Occupational
Therapy Association

cc: Polly Shackleton
Lee Partridge

# OCCUPATIONAL THERAPY

## Occupational Therapy Curriculum in the District of Columbia

### Howard University

1. Graduating their first class in May 1976
2. Graduating 20 students per year is projected

81 Registered Occupational Therapists Working in the District of Columbia

20 Certified Occupational Therapy Assistants Working in the District of Columbia

200,000 Total Number of Occupational Therapy Treatments Per Year Given in the District

Where do Occupational Therapists work in the District?

*Howard University Hospital
Veterans Administration Hospital
*D.C. General
*St. Elizabeths Hospital
*Walter Reed Army Medical Center
*Greater South East Community Hospital
Area C Community Mental Health Center
Georgetown University Hospital
*Sharpe Health School
U.S. Soldiers and Airmens Home
Handicapped and Crippled Childrens Clinic
*George Washington Univer. Med. C
Development Service Center
Woodlyhouse
George Washington Job Developm
*Psychiatric Institute
Glen Dale Hospital
Hospital for Sick Children
Washington Hospital Center
Kingsbury Lab School
Episcopal Church Home

### Local Professional Organization

District of Columbia Occupational Therapy Association

Jane Davy. OTR - Licensure Committee Chairman, 698-3455

Susan Hillbraith OTR - Special Consultant on Licensure, 770-2200

Sibyl Levin OTR - President of DCOTA

*Currently Training O.T. Interns

# Council of the District of Columbia
## Report

City Hall, 14th and E Streets, N.W. Fifth Floor 638-2223 or Government Code 137-3806

To Councilmembers

From Julius W. Hobson, Chairman, Committee on Education, Recreation and Youth Affairs

Date 2 February 1977

Subject "Additional Teachers' Salary Act Amendments of 1976" (Bill 2-27) Report No. 1.

The Committee on Education, Recreation, and Youth Affairs has for report a bill "To provide additional compensation for District of Columbia Teachers." Bill 2-27, submitted by the Mayor of the District of Columbia, was introduced by Chairman Sterling Tucker to the Council on January 10, 1977 and referred to the Committee on Education, Recreation, and Youth Affairs on January 13, 1977. Bill 2-27 was published in the D.C. Register on January 21, 1977.

Background

Pursuant to P.L. 93-407, Title II, Sec. 203, the Mayor of the District of Columbia submitted his recommendations to the Council of the District of Columbia with respect to compensation of educational personnel of the Board of Education. Prior to P.L. 93-407, enacted September 3, 1974, salary rates for educational personnel in the District of Columbia were established through Congressional action; since the enactment of P.L. 93-407, the Mayor of the District of Columbia is charged with making salary recommendations to the Council of the District of Columbia for legislative enactment by this body.

On November 9, 1976 Chairman Sterling Tucker introduced Bill 1-399, the "Additional Teachers' Salary Act Amendments of 1976" at the request of the Mayor. This bill was referred to the Committee on Education, Recreation and Youth Affairs on November 10, 1976 and published in the D.C. Register on November 19, 1976. On November 18, 1976 the Committee approved Bill 1-399 on an emergency basis and presented the measure to the Council. The Council passed Bill 1-399 as an emergency act on December 7, 1976. (E.A. 1-84)

In a letter to Chairman Tucker dated January 10, 1977, Mayor Walter E. Washington indicated that he had allowed E.A. 1-84 to become law without his signature, effective January 10, 1977. The emergency bill then became Act 1-199 and will expire April 10, 1977.

Mayor Washington further



J-3172-75

indicated that, until appropriations to carry out the provisions of Act 1-199 are approved, emergency legislation will not enable the pay increases to be made. Therefore, Mayor Washington resubmitted a draft bill (Bill 2-27) for prompt Council action in the nature of permanent legislation.

The most recent pay raise granted to teachers and school officers was authorized by a series of emergency acts of the Council of the District of Columbia; permanent legislation is currently under Congressional review. Emergency legislation was enacted four times: April 26, 1976 (Act 1-110), June 15, 1976 (Act 1-138), October 8, 1976 (Act 1- 156), and December 28, 1976 (Act 1-183); Act 1-183 will expire March 27, 1977. Permanent legislation, Act 1-158, was enacted on October 13, 1976 and transmitted for Congressional review on January 10, 1977. Act 1-158 provided an average increase of six percent in salaries of teachers and school officers, effective January 1, 1976.

Purpose

The purpose of Bill 2-27 is to amend the District of Columbia Teachers' Salary Act of 1955 (D.C. Code, Title 31, Sec. 1501, et seq.). The proposed amendments would: (1) provide an across-the-board increase of 4.83 percent in salaries of teachers and officers in the District of Columbia, effective on the first day of the first pay period beginning on or after October 1, 1976; and (2) establish summer school and hourly rates for certain classes of educational personnel.

A detailed section-by-section analysis of the amendments made by this bill is included in the report.

Need for Legislation

District of Columbia teachers and school officers received a salary increase effective January 1, 1976 of six percent. At the time of Committee review of that previous increase, Act 1-158, it was ascertained that the Consumer Price Index rise exceeded the 6% pay adjustment provided by that legislation, based on the period between January 1975 and January 1976.

The proposed pay adjustment for teachers and officers in the public school system is identical to that authorized for policemen and firemen under the District of Columbia Police and Firemen's Salary Act Amendments of 1976 (D.C. Law 1-73) and is equivalent to the average pay increase recently granted employees under the General Schedule.

Statistics compiled by the Office of Planning, Research, and Evaluation, D.C. Public Schools, for the Board of Education, pursuant to P.L. 93-407, Sec. 203, are included in the Appendix to this report. Congressional policy for establishing previous salary rates in the District of Columbia, according to Report

No. 93-1077 of the Senate Committee on the District of Columbia, had been to maintain minimum salaries for teachers at a significantly higher level than salaries in neighboring school systems. Furthermore, Congressionally enacted pay increases provided competitive salaries for school officers on a regional and national basis in order to attract and retain competent staff. The District of Columbia currently has the highest entry-level pay for beginning teachers with a bachelor's degree in the Metropolitan Washington area, however when other indices are used, the District of Columbia does not rank first. Including the most recently authorized pay increase (Act 1-158), the District of Columbia ranks below Arlington County and Alexandria in terms of percent increase over the period 1970 through 1976. In the five year period from 1969-1970 through 1974-1975, the District of Columbia dropped from 2nd rank to 7th in terms of average salaries in a comparison of fourteen large cities; during that same period, the District ranked 10th in terms of percent increase in salaries for classroom teachers.

Fiscal Considerations

The Mayor's letter of transmittal which accompanied Bill 2-27 states:

> Funding for all pay increases,... has been identified and was included in the supplemental budget request for the 1977 fiscal year submitted to the Council of the District of Columbia on October 29, 1976.
>
> The estimated annual expenditures for the proposed salary increases for the public school teachers and the University faculty is $7.2 million and will require the approval of a supplemental appropriation for the 1977 fiscal year by the Council and the Congress.

According to estimates of the Executive Branch, $6,165,000 is required for pay raises for educational personnel under the jurisdiction of the Board of Education. This amount is provided within the $7.2 million included in the FY 1977 supplemental appropriation act (EA 1-80, Act 1-200) which is currently being prepared for Congressional submission; Act 1-200 will expire April 7, 1977. The same amount is available in FY 1978 and is included in Act 1-200 as an amendment to the FY 1978 budget.

Staff inquiries of the Office of Management Services, D.C. Public Schools, have revealed that the public schools estimate the cost of the pay raise to be higher than the funding available if Act 1-200 is approved by the Congress. Public school

projections indicate that the total cost of the pay raise in FY 1977 would be $6,453,904 and in FY 1978, $6,921,400. This would provide an apparent shortfall of funds in FY 1977 of $288, 904 and in FY 1978 of $756,400. During Committee deliberations on Bill 2-27, committee members questioned the adequacy of funding provided through the supplemental appropriation request as well as the discrepancy between the Executive's and public schools' estimated cost figures. Mr. James Mandish, Compensation and Research Division, of the Personnel Office indicated that his office prepares documentation to support pay increase funding requests based on the average salary of current personnel; he stated that part-time personnel are not included for purposes of such estimates and that such an exclusion might account for the difference in FY 1977.

The Committee on Education, Recreation, and Youth Affairs in its approval of the earlier emergency bill (Act 1-199) expressed its concern that the Board of Education should not have to absorb the cost of additional salary increases without additional resources identified for that purpose, particularly based on recent budgetary constraints faced by the public school system. At its meeting of February 1, 1977, the Committee requested that the Office of Budget and Management Systems provide additional information for the record with regard to the potential funding shortfall. A letter from the Committee also requested additional information from the public schools, including information on how cost estimates are computed. Additional information received by the Committee which serves to clarify these questions will be circulated to all councilmembers and placed in the official record.

Executive Comments

No negative comments have been received from the Executive Branch. In his letter of transmittal, Mayor Washington stated "permanent legislation is required and I urge the Council to take prompt action on the enclosed draft bill." At its meeting of February 1, 1977, Ms. Judith Rogers, Special Assistant for Legislation, Executive Office of the Mayor reiterated the necessity for prompt action on Bill 2-27 and pointed out that no payment could be made to teachers until permanent legislation had taken effect. She suggested that the Committee might consider requesting a waiver of the Council Rules in order to hasten the legislative process. The Committee furthermore anticipates receipt of clarification and documentation from the Office of Budget and Management Systems with regard to the funding requirements of Bill 2-27.

Committee Review of the Bill

The Committee on Education, Recreation, and Youth Affairs met to consider Bill 2-27 at its second regular meeting of Council Period Two, February 1, 1977. At that time representatives of the Executive Branch were invited to discuss the status of payment of pay increases to teachers and school officers as authorized in Act 1-199 and to provide additional information on Bill 2-27. Ms. Judith Rogers, Special Assistant for Legislation, Mr. George Harrod, Director, Personnel Office, Mr. James Mandish, Personnel Office, Mr. Michael Youdin, Office of Budget and Management Systems represented the Executive Branch. Also present were Ms. Hilda Mason, Board of Education, Dr. Sol Gnatt, Office of Management Services, D.C. Public Schools, and Mr. Charles Braxton, Washington Teachers Union, as well as other public citizens and staff.

Discussion focused on the inability of the city to actually issue pay increases for teachers and school officers without approval of appropriations for that purpose. It is the position of the Executive that emergency legislation is insufficient to authorize payment to educational personnel; however, if permanent legislation takes effect prior to appropriations for this purpose, sufficient precedent would exist to begin payment of teachers and school officers at the increased salary schedule.

Ms. Mason expressed concern about the Board of Education's ability to provide additional funding for the pay increases if the funds included in the supplemental appropriation are less than the actual cost of the pay increases. The Committee indicated to the Executive Branch representatives that additional information should be provided for the record on this issue.

Consideration was given to devising a method for enacting permanent legislation as expeditiously as possible. Policemen, firemen and general schedule employees have received the 4.83 percent increase as soon after the October 1, 1976 effective date as possible. The Commitee agreed to request a waiver of the Council Rules to allow consideration of Bill 2-27 at the next following Legislative Session.

Section by Section Analysis

Section 1: This section contains the short title of the bill, the "Additional Teachers' Salary Act Amendments of 1976".

Section 2: The subsections of this section do the following:

(1) Amends section 1 of the District of Columbia Teachers' Salary Act of 1955 (D.C. Code, section 31-1501 et seq.) by

establishing the first day of the first pay period beginning on or after October 1, 1976 as the effective date for the salary increases called for by this act.

(2) Amends the salary schedule contained in the District of Columbia Teachers' Salary Act of 1955, (D.C. Code, section 31-1501, et seq) to provide for an across-the-board increase in salaries of 4.83 percent.

(3) Amends the salary schedule of pay rates in section 13 (a) of the District of Columbia Teachers' Salary Act of 1955 (D.C. Code sec. 31-1542(a)) to provide for an across-the-board increase in salaries of 4.83 percent effective of the first day of the first pay period beginning on or after October 1, 1976.

(4) Provides that the rate of compensation payable to class 1A employees shall not exceed the rate of basic pay for level III of the Executive Schedule and the rate of compensation applicable to any other position shall not be increased above the rate in effect for level V of the Executive Schedule

Section 3: The subsections of this section do the following:

(a) Provides for the payment of retroactive compensation or salary only to persons actually in the employ of the Board of Education or the United States Government on the date of enactment of this act, except that such retroactive compensation or salary shall be paid to

(1) any employee covered in this act who retired during the period beginning on the first day of the first pay period which began on or after October 1, 1976, and ending on the date of enactment of this act, for services rendered during such period; and

(2) in accordance with the provision of subchapter VIII of Chapter 55 title 5, United States Code (relating to settlement of accounts of deceased employees), for services rendered during the period beginning on the first pay period which began on or after October 1, 1976, and ending on the date of enactment of this act, by any such employee who dies during such period.

(b) Provides that service in the Armed Forces of the United States shall be used for purposes of restoration of an individual to a position in the government of the District of Columbia.

Section 4: This section establishes the effective date of the bill at the end of the Congressional review period as set forth in Section 602 (c) of the District of Columbia Self-Government and Governmental Reorganization Act.

Committee Action

Having received no additional comments, the Committee on Education, Recreation, and Youth Affairs approved the "Additional Teachers' Salary Act Amendments of 1976" (Bill 2-27) without amendment at its meeting of February 1, 1977. The vote for approval was as follows:

Hobson - Aye
Hardy - Absent
Spaulding - Aye
Tucker - Absent

A motion was also adopted to request a waiver of Council Rules for the discussion of Bill 2-27 at the Committee of the Whole Session on Monday, February 7, 1977 and consideration and Council action at the Legislative Session on February 8, 1977. The vote for approval of the motion to request suspension of Council Rules was: Hobson - aye; Hardy - aye; and Spaulding - aye.

The Committee reports favorably thereon and recommends adoption of Bill 2-27 without amendment.

Attachments:

Bill 2-27, "Additional Teachers' Salary Act Amendments of 1976"

January 10, 1977 letter from Mayor Washington to Chairman Tucker transmitting the "Additional Teachers' Salary Act Amendments of 1976" with supporting documents from the Board of Education

February 1, 1977 letter from Councilman Julius W. Hobson to Mr. Vincent Reed, Superintendent of Schools

February 2, 1977 memorandum from Councilman Julius W. Hobson to Councilmembers regarding Bill 2-27

Committee Print - February 1, 1977

A Bill

2-27

In the Council of the District of Columbia

January 10, 1977

To provide additional compensation for District of Columbia Teachers.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA

That this act may be cited as the "Additional Teachers' Salary Act Amendments of 1976".

Sec. 2. The District of Columbia Teachers' Salary Act of 1955, (D.C. Code, section 31-1501, et seq.) is amended as follows:

(1) Effective on the first day of the first pay period beginning on or after October 1, 1976, the salary schedule contained in section 1 of such Act (D.C. Code, section 31-1501) is amended to read as follows:

(2) " TEACHERS AND SCHOOL OFFICERS SALARY SCHEDULE

| "Salary Class and Group | SERVICE STEP 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---|---|---|---|---|---|---|---|---|---|
| Class 1A | $52,076 | | | | | | | | |
| Class 1B | 45,701 | | | | | | | | |
| Class 2A | 43,492 | | | | | | | | |
| Class 2B | 41,203 | | | | | | | | |
| Class 3 | 31,347 | 32,092 | 32,836 | 33,580 | 34,324 | 35,070 | 35,814 | 36,558 | 37,303 |
| Class 4 | 27,524 | 28,174 | 28,824 | 29,475 | 30,125 | 30,775 | 31,425 | 32,075 | 32,725 |
| Class 5 Group B-MA | 26,041 | 26,657 | 27,275 | 27,891 | 28,507 | 29,125 | 29,741 | 30,358 | 30,975 |
| Group C-MA+30 | 26,596 | 27,213 | 27,830 | 28,447 | 29,063 | 29,681 | 30,297 | 30,913 | 31,531 |
| Group D-Doctors | 27,133 | 27,753 | 28,369 | 28,985 | 29,602 | 30,219 | 30,836 | 31,452 | 32,447 |
| Class 6 Group B-MA | 24,879 | 25,468 | 26,058 | 26,647 | 27,236 | 27,824 | 28,413 | 29,002 | 29,591 |
| Level IV-Principal | 24,879 | 25,468 | 26,058 | 26,647 | 27,236 | 27,824 | 28,413 | 29,002 | 29,591 |
| Level III-Principal | 24,147 | 24,736 | 25,324 | 25,913 | 26,502 | 27,091 | 27,680 | 28,268 | 28,858 |
| Level II-Principal | 23,419 | 24,007 | 24,596 | 25,185 | 25,775 | 26,364 | 26,952 | 27,541 | 28,130 |
| Level I-Principal | 22,690 | 23,280 | 23,869 | 24,458 | 25,046 | 25,635 | 26,224 | 26,813 | 27,403 |
| Group C-MA+30 | 25,435 | 26,024 | 26,613 | 27,202 | 27,790 | 28,380 | 28,969 | 29,557 | 30,147 |
| Level IV-Principal | 25,435 | 26,024 | 26,613 | 27,202 | 27,790 | 28,380 | 28,969 | 29,557 | 30,147 |
| Level III-Principal | 24,702 | 25,292 | 25,879 | 26,469 | 27,058 | 27,647 | 28,236 | 28,824 | 29,413 |
| Level II-Principal | 23,973 | 24,563 | 25,152 | 25,741 | 26,330 | 26,919 | 27,507 | 28,097 | 28,686 |
| Level I-Principal | 23,024 | 23,613 | 24,202 | 24,791 | 25,379 | 25,968 | 26,558 | 27,147 | 27,736 |
| Group D-Doctors | 25,975 | 26,563 | 27,152 | 27,741 | 28,330 | 28,919 | 29,508 | 30,097 | 30,686 |
| Level IV-Principal | 25,975 | 26,563 | 27,152 | 27,741 | 28,330 | 28,919 | 29,508 | 30,097 | 30,686 |
| Level III-Principal | 25,241 | 25,830 | 26,419 | 27,007 | 27,596 | 28,186 | 28,775 | 29,364 | 29,952 |
| Level II-Principal | 24,513 | 25,102 | 25,691 | 26,280 | 26,869 | 27,458 | 28,046 | 28,635 | 29,225 |
| Level I-Principal | 23,785 | 24,374 | 24,963 | 25,552 | 26,141 | 26,730 | 27,319 | 27,908 | 28,497 |

Teachers and School Officers Salary Schedule (Con't.)

| "Salary Class and Group | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---|---|---|---|---|---|---|---|---|---|
| Class 7 Group B-MA | $22,891 | 23,435 | 23,980 | 24,524 | 25,069 | 25,613 | 26,157 | 26,702 | 27,246 |
| Group C-MA+30 | 23,446 | 23,990 | 24,535 | 25,080 | 25,625 | 26,169 | 26,713 | 27,258 | 27,802 |
| Group D-Doctors | 23,985 | 24,530 | 25,074 | 25,618 | 26,163 | 26,708 | 27,253 | 27,797 | 28,341 |
| Class 8 Group B-MA | 21,257 | 21,785 | 22,313 | 22,840 | 23,369 | 23,896 | 24,424 | 24,952 | 25,480 |
| Group C-MA+30 | 21,813 | 22,340 | 22,869 | 23,396 | 23,924 | 24,452 | 24,980 | 25,507 | 26,036 |
| Group D-Doctors | 22,352 | 22,879 | 23,407 | 23,935 | 24,463 | 24,990 | 25,519 | 26,046 | 26,574 |
| Class 9 Group B-MA | 20,557 | 21,096 | 21,635 | 22,174 | 22,712 | 23,252 | 23,791 | 24,330 | 24,869 |
| Group C-MA+30 | 21,113 | 21,630 | 22,146 | 22,663 | 23,180 | 23,697 | 24,213 | 24,729 | 25,246 |
| Group D-Doctors | 21,652 | 22,168 | 22,685 | 23,202 | 23,719 | 24,236 | 24,752 | 25,268 | 25,785 |
| Class 10Group B-MA | 19,096 | 20,396 | 20,896 | 21,396 | 21,896 | 22,396 | 22,896 | 23,396 | 23,896 |
| Group C-MA+30 | 20,451 | 20,952 | 21,451 | 21,951 | 22,451 | 22,951 | 23,452 | 23,952 | 24,452 |
| Group D-Doctors | 20,990 | 21,490 | 21,990 | 22,490 | 22,990 | 23,490 | 23,990 | 24,490 | 24,990 |
| Class 11Group B-MA | 19,246 | 19,729 | 20,212 | 20,697 | 21,180 | 21,663 | 22,146 | 22,630 | 23,113 |
| Group C-MA+30 | 19,801 | 20,285 | 20,768 | 21,252 | 21,735 | 22,219 | 22,702 | 23,185 | 23,669 |
| Group D-Doctors | 20,340 | 20,823 | 21,308 | 21,791 | 22,274 | 22,758 | 23,241 | 23,724 | 24,207 |
| Class 12Group B-MA | 18,585 | 19,046 | 19,507 | 19,968 | 20,429 | 20,891 | 21,352 | 21,813 | 22,274 |
| Group C-MA+30 | 19,141 | 19,601 | 20,062 | 20,524 | 20,985 | 21,446 | 21,907 | 22,369 | 22,830 |
| Group D-Doctors | 19,680 | 20,141 | 20,601 | 21,062 | 21,524 | 21,985 | 22,446 | 22,907 | 23,369 |
| Class 13Group B-MA | 17,079 | 17,635 | 18,190 | 18,746 | 19,301 | 19,857 | 20,412 | 20,968 | 21,524 |
| Group C-MA+30 | 17,635 | 18,190 | 18,746 | 19,301 | 19,857 | 20,412 | 20,968 | 21,524 | 22,079 |
| Group D-Doctors | 18,173 | 18,729 | 19,285 | 19,840 | 20,396 | 20,951 | 21,507 | 22,063 | 22,618 |

Teachers and School Officers Salary Schedule (Con't.)

| | SERVICE STEP | | | | | | | | | | | | | Longevity |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| "Salary Class and Group | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | Step Y |
| Class 14 Group A-BA | 13,057 | 13,634 | 14,212 | 14,790 | 15,368 | 15,946 | 16,523 | 17,101 | 17,679 | 18,256 | 18,835 | 19,412 | 19,990 | |
| Group B-MA | 14,163 | 14,740 | 15,318 | 15,895 | 16,474 | 17,052 | 17,629 | 18,207 | 18,784 | 19,363 | 19,941 | 20,518 | 21,096 | |
| Group C-MA+30 | 14,718 | 15,296 | 15,873 | 16,451 | 17,030 | 17,607 | 18,185 | 18,762 | 19,340 | 19,919 | 20,496 | 21,074 | 21,652 | |
| Group D-Doctors | 15,257 | 15,835 | 16,412 | 16,990 | 17,568 | 18,146 | 18,724 | 19,301 | 19,879 | 20,450 | 21,035 | 21,613 | 22,190 | |
| Class 15 Group A-BA | 11,045 | 11,404 | 11,923 | 12,363 | 12,801 | 13,240 | 13,796 | 14,351 | 14,907 | 15,462 | 16,018 | 16,574 | 17,129 | 18,463 |
| Group A-1-BA+15 | 11,395 | 12,034 | 12,474 | 12,912 | 13,351 | 13,790 | 14,346 | 14,902 | 15,457 | 16,013 | 16,568 | 17,124 | 17,680 | 19,569 |
| Group B-BA+30,MA | 12,151 | 12,706 | 13,262 | 13,818 | 14,373 | 14,929 | 15,618 | 16,307 | 16,996 | 17,685 | 18,374 | 19,062 | 19,752 | 21,546 |
| Group C-MA+30 | 12,706 | 13,262 | 13,818 | 14,373 | 14,929 | 15,484 | 16,173 | 16,863 | 17,552 | 18,240 | 18,929 | 19,618 | 20,308 | 22,113 |
| Group D-MA+60, Doctors | 13,262 | 13,818 | 14,373 | 14,929 | 15,484 | 16,040 | 16,729 | 17,419 | 18,107 | 18,796 | 19,485 | 20,173 | 20,863 | 22,835" |

(3) Effective on the first day of the first pay period beginning on or after October 1, 1976, the schedule of pay rates in section 13(a) of such Act (D.C. Code, sec. 31-1542(a) is amended to read as follows:

| "Classification | Per Period | | |
|---|---|---|---|
| | Step 1 | Step 2 | Step 3 |
| Summer school (regular): | | | |
| Teachers, elementary and secondary schools: counselors, elementary and secondary schools: librarian, elementary and secondary schools: school social worker; speech correctionist, school psychologist | $ 9.76 | $ 11.08 | $ 12.48 |
| Psychiatric social worker | 11.22 | 12.74 | 14.35 |
| Veterans' summer school centers: Teachers | 9.76 | 11.08 | 12.48 |
| Adult education schools: | | | |
| Teacher | 10.74 | 12.19 | 13.73 |
| Assistant principal | 15.04 | 17.07 | 19.22 |
| Principal | 16.65 | 18.89 | 21.28" |

(4) Notwithstanding the salary increases provided by this section, the rate of compensation payable to class 1A shall not exceed the rate of basic pay for

level III of the Executive Schedule and the rate of compensation payable to any other class shall not exceed the rate of basic pay for level V of the Executive Schedule.

Sec. 3. (a) Retroactive compensation or salary shall be paid by reason of the amendments made by this act only in the case of an individual in the service of the Board of Education of the District of Columbia (including service in the Armed Forces of the United States) on the date of enactment of this act, except that such retroactive compensation or salary shall be paid —

(1) to any employee covered in this act who retired during the period beginning on the first day of the first pay period which began on or after October 1, 1976, and ending on the date of enactment of this act, for services rendered during such period; and

(2) in accordance with the provisions of subchapter VIII of chapter 55 of title 5, United States Code (relating to settlement of accounts of deceased employees), for services rendered during the period beginning on the

first pay period which began on or after October 1, 1976, and ending on the date of enactment of this act, by any such employee who dies during such period.

(b) For the purposes of this section, service in the Armed Forces of the United States in the case of an individual relieved from training and service in the Armed Forces of the United States, or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the municipal government of the District of Columbia.

Sec. 4. This act shall take effect at the end of the period provided for Congressional review of acts of the Council of the District of Columbia in subsection (c) of section 602 of the District of Columbia Self-Government and Governmental Reorganization Act.

RECEIVED
'77 JAN 13 PM 1
OFFICE OF THE SECRETARY
DISTRICT OF COLUMBIA COUNCIL

WALTER E. WASHINGTON
Mayor

THE DISTRICT OF COLUMBIA
WASHINGTON, D.C. 20004

Honorable Sterling Tucker
Chairman
Council of the District of Columbia
Washington, D.C.

10 JAN 1977

Dear Mr. Chairman:

Pursuant to the requirements of section 203 of the Teachers' Salary Act Amendments of 1974 (D.C.Code, sec. 31-1501a), I am submitting for the consideration of the Council of the District of Columbia a draft bill "To provide additional compensation for the District of Columbia Teachers." I am also submitting the most recent information compiled by the Board of Education in compliance with this provision of law, dated February 26, 1976.

The draft bill would amend the District of Columbia Teachers' Salary Act of 1955 to provide, effective on the first day of the first pay period beginning on or after October 1, 1976, an across-the-board increase in salaries of 4.83 percent. The proposed pay adjustment for teachers and officers of the public school system is identical to that authorized for policemen and firemen under the District of Columbia Police and Firemen's Salary Act Amendments of 1975 (D.C. Law 1-73) and is equivalent to the average pay increase recently granted employees under the General Schedule.

Funding for all pay increases, including funding for the same percentage level of increase in compensation for the faculty and professional staff of the University of the District of Columbia, has been identified and was included in the supplemental budget request for the 1977 fiscal year submitted to the Council of the District of Columbia on October 29, 1976.

The estimated annual expenditures for the proposed salary increases for the public school teachers and the University faculty is $7.2 million and will require approval of a supplemental appropriation for the 1977 fiscal year by the Council and the Congress. The proposed authorizing legislation is, accordingly, in the form of permanent legislation since until appropriations to carry out its

provisions are approved, emergency legislation will not enable the pay increases to be made. Accordingly, while the Council passed Bill EA 1-84, the Emergency Additional Compensation for Teachers Act, and presented it to me for approval on December 23, 1976, and I have allowed it to become law without my signature, permanent legislation is required and I urge the Council to take prompt action on the enclosed draft bill.

Sincerely yours,

WALTER E. WASHINGTON
Mayor

Enclosure

PUBLIC SCHOOLS OF THE DISTRICT OF COLUMBIA
OFFICE OF THE SUPERINTENDENT
THE PRESIDENTIAL BUILDING — 415 TWELFTH STREET, N. W.
WASHINGTON, D. C. 20004

VINCENT E. REED
Acting Superintendent

(202) 737-5151

February 26, 1976

To the Board of Education
of the District of Columbia

Ladies and Gentlemen:

SUBJECT: COMPLIANCE WITH SEC. 203
OF PUBLIC LAW 93-407

The Acting Superintendent is submitting herewith for transmittal to the Mayor, the data required. The attachments show:

(a) Percentage rate of the cost-of-living change since the effective date of the last increase of the compensation schedule for educational personnel in the District of Columbia; and

(b) Results of a study comparing compensation of teachers in the District of Columbia with (1) teachers in cities of comparable size, and (2) teachers within other jurisdictions of the Washington metropolitan area.

Respectfully submitted,

Vincent E. Reed
Acting Superintendent of Schools

Attachments

Public Schools of the District of Columbia

Public Law 93-407

"SEC. 203. Beginning with the calendar year 1975, the District of Columbia Board of Education shall, by March 1 of each year, submit to the Mayor of the District of Columbia the--

(a) percentage rate of the cost-of-living change since the effective date of the last increase of the compensation schedule for educational personnel in the District of Columbia; and

(b) results of a study comparing compensation of teachers in the District of Columbia with (1) teachers in cities of comparable size, and (2) teachers within other jurisdictions of the Washington metropolitan area."

In compliance with Part (a) of Sec. 203, Public Law 93-407, the following statistics and accompanying Table I are submitted:

1. The effective dates for the last increases of the compensation schedule for educational personnel in the District of Columbia were:

   TSA employees - January 1975
   GS employees - October 1975

2. The changes in cost-of-living, as measured by changes in the Consumer Price Index (see Table I), indicate an increase of 6.8% in the cost-of-living between January 1975 and January 1976.

3. Thus, both TSA and GS personnel have not received salary increments between January 1975 and January 1976 which are commensurate with the rise in the Consumer Price Index. Entry-level TSA-15 employees (classroom teachers) received less of an increase in salary compensation than did entry-level GS-9 employees, and the January 1976 starting salary, on the basis of a comparable period of employment, for the TSA-15 employee is $1,295 less than that of the GS-9 employee.

In compliance with Part (b) of Sec. 203, Public Law 93-407, the statistics in the second table are presented.

TABLE I

COMPARISON OF CHANGES IN COST-OF-LIVING (CONSUMER PRICE INDEX) AND COMPENSATION SCALES 1/
FOR ENTRY-LEVEL EDUCATIONAL PERSONNEL IN THE DISTRICT OF COLUMBIA: JANUARY 1975 - JANUARY 1976

| | CONSUMER PRICE INDEX | | COMPENSATION SCALE | | | | |
|---|---|---|---|---|---|---|---|
| | | | GS-9 Personnel | | | TSA-15 Personnel | |
| Month/Year | Point Index 2/ | Percent Change 3/ Over Previous Month | Salary (10 Months) | Salary (12 Months) | Percent Change Over Previous Month | Salary (Annual) | Percent Chang Over Previous Mont |
| January 1976 | 166.7 | + .2% | $ 11,235 | $ 13,482 | 0% | $ 9,940 | 0% |
| December 1975 | 166.3 | + .4% | $ 11,235 | $ 13,482 | 0% | $ 9,940 | 0% |
| November | 165.6 | + .6% | $ 11,235 | $ 13,482 | 0% | $ 9,940 | 0% |
| October | 164.6 | + .6% | $ 11,235 | $ 13,482 | 5.0% | $ 9,940 | 0% |
| September | 163.6 | + .5% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| August | 162.8 | + .3% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| July | 162.3 | +1.1% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| June | 160.6 | + .8% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| May | 159.3 | + .4% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| April | 158.6 | + .5% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| March | 157.8 | + .4% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| February | 157.2 | + .7% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| January 1975 | 156.1 | + .5% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 3.0% |

Percent Change in
Consumer Price Index,
January 1975 - January 1976..... + 6.8% (cost of living increase) ..... October 1975 - January 1976 .....1.3%

1/ Source: The statistics on the Consumer Price Index taken from monthly Consumer Price Index Reports published by the Bureau of Labor Statistics of the U. S. Department of Labor.

2/ The point index refers to a value in terms of a base figure of 100, the cost of 400 standard purchase items in 1967. The point index value of 166.7 in January 1976, for example, means an increase of 66.7% in the cost of the standard items since 1967.

3/ The calculation of the percent of change is achieved by the use of the formula presented in each monthly Consumer Price Index Report:
a. Take monthly consumer point index,
b. Subtract designated previous month's point index,
c. Obtain index point difference,
d. Divide c. by b. and multiply by 100 to obtain percent change.

Prepared by
Office of Planning, Research, and Evaluation
February 1976

Public Schools of the District of Columbia

COMPARISON OF ESTIMATED AVERAGE ANNUAL SALARIES FOR CLASSROOM TEACHERS, 1969-1970 AND 1974-1975

| Fourteen Large Cities | 1969-1970 Average Salaries | Rank | 1974-1975 Average Salaries | Rank | Five-Year Increase Amount | Percent | Rank (According to %) |
|---|---|---|---|---|---|---|---|
| Baltimore | $ 8,998 | 11 | $11,119 | 11 | 2,121 | 23.6 | 12 |
| Boston | 9,300 | 9 | 13,032 | 8 | 3,732 | 40.1 | 6 |
| Chicago | 10,400 | 3 | 15,969 | 2 | 5,569 | 53.6 | 2 |
| Cleveland | 9,220 | 10 | 12,653 | 9 | 3,433 | 37.2 | 8 |
| Dallas | 7,800 | 13 | 10,615 | 12 | 2,815 | 36.1 | 9 |
| Houston | 7,837 | 12 | 9,019 | 14 | 1,182 | 15.1 | 14 |
| Los Angeles | 10,350 | 4 | 14,985 | 4 | 4,635 | 44.8 | 5 |
| Milwaukee | 9,394 | 8 | 14,250 | 6 | 4,856 | 51.7 | 3 |
| New Orleans | 7,700 | 14 | 10,100 | 13 | 2,400 | 31.2 | 11 |
| New York | 9,800 | 7 | 16,400 1/ | 1 | 6,600 | 67.4 | 1 |
| Philadelphia | 10,000 | 5 | 14,635 | 5 | 4,635 | 46.4 | 4 |
| St. Louis | 9,878 | 6 | 11,716 | 10 | 1,838 | 18.6 | 13 |
| San Francisco | 10,900 | 1 | 15,250 | 3 | 4,350 | 39.9 | 7 |
| Washington, D.C. | 10,660 | 2 | 14,005 | 7 | 3,345 | 31.4 | 10 |
| Surburban Washington, D.C. School Systems: | | | | | | | |
| Alexandria | 9,994 | 4 | 14,156 | 2 | 4,162 | 41.6 | 2 |
| Arlington County | 10,833 | 1 | 15,686 | 1 | 4,853 | 44.8 | 1 |
| Fairfax County | 10,107 | 3 | 13,578 | 4 | 3,471 | 34.3 | 4 |
| Montgomery County | 9,834 | 6 | 13,332 | 5 | 3,498 | 35.6 | 3 |
| Prince George's County | 9,900 | 5 | 13,247 | 6 | 3,347 | 33.8 | 5 |

1/ New York reported median salary instead of average.

Source: Large Cities from USOE-NCES "Statistics of Public (Elementary and Secondary Day) Schools, Fall 1969 and 1974".
Surrounding areas from budget documents of respective jurisdictions.

Prepared by
Office of Planning, Research and Evaluation
October 14, 1975

COUNCIL OF THE DISTRICT OF COLUMBIA

WASHINGTON, D. C. 20004

JULIUS W. HOBSON
Councilman at Large

February 1, 1977

Mr. Vincent Reed
Superintendent of Schools
The Presidential Building
415 12th Street, N.W.
Washington, D.C. 20004

Dear Vince:

At its Second Regular Meeting, the Committee on Education, Recreation and Youth Affairs approved Bill 2-27, "Additional Teachers' Salary Act Amendments of 1976", and will file its recommendation for Council action as soon as possible.

During the Committee's deliberations, it was stated that the FY 1977 Supplemental Appropriations Act contains insufficient funds for the total cost of the 4.83% increase for teachers and school officers. Funding has been provided in the FY 77 Supplemental Appropriation in the amount of $6,165,000 for this purpose. Ms. Miner of my staff informally ascertained that the actual cost of the 4.83% increase would be $6,453,904; this reveals an apparent shortfall of $288,904. Please provide the Committee with an official cost estimate of providing pay increases for Teachers' Salary Act Employees in Bill 2-27. What would be the impact of underfunding for this purpose? Please detail how such cost estimates are computed, providing such information as may be required to illustrate the computation formula. What estimate did the Public Schools provide the Office of Budget and Management Services with regard to Bill 2-27 (or Bill 1-399, which was identical legislation during Council Period One)?

I would appreciate a reply as soon as possible. If you need any further information, please contact Pat Miner.

Sincerely,

Julius W. Hobson

Julius W. Hobson
Chairman
Committee on Education, Recreation & Youth Affairs

cc: Councilmember Willie Hardy
Councilmember William Spaulding
Council Chairman Sterling Tucker

# Council of the District of Columbia
## Memorandum

City Hall, 14th and E Streets, N.W. Fifth Floor 638-2223 or Government Code 137-3806

To Councilmembers

From Julius W. Hobson, Chairman, Committee on Education, Recreation and Youth Affairs

Date February 2, 1977

Subject Bill 2-27 "Additional Teachers' Salary Act Amendments of 1976"

The Committee on Education, Recreation, and Youth Affairs at its second regular meeting, February 1, 1977, reported out Bill 2-27, "Additional Teachers' Salary Act Amendments of 1976." As you will recall, the Council enacted an emergency measure, EA 1-84, during the previous Council Period, on December 7, 1976, which authorized a 4.83% pay increase for public school teachers and officers.

Mayor Washington allowed that emergency act to go into effect on January 10, 1977 without his signature; at that time, he resubmitted the teachers' pay raise bill and urged prompt action on a permanent basis. In response to the Committee's inquiry, the Executive has reiterated the position that permanent legislation on the 4.83% increase or Congressional approval of the FY 1977 Supplemental Appropriation is necessary before actual pay increases can be made.

During the deliberations on this matter, the Committee has reaffirmed its concern that teachers and school officers receive their October 1, 1976 pay increase as soon as possible. This pay adjustment for Teachers' Salary Act employees is identical to that authorized for policemen and firemen under the District of Columbia Police and Firemen's Salary Act Amendments of 1975 (DC Law 1-73), and is equivalent to the average pay increase granted employees under the General Schedule. It is the expressed opinion of the members of the Committee on Education, Recreation and Youth Affairs that the teachers' pay raise is overdue, especially since other city employees received such raises immediately after the October 1, 1976 authorization date.

The Committee on Education, Recreation and Youth Affairs voted unanimously to request a suspension of the Council rules for the discussion of Bill 2-27 at the Committee of the Whole Session on Monday, February 7, 1977 and consideration and action by the Council at the Legislative Session on February 8, 1977.

I urge your cooperation and support of the Committee's action so that permanent legislation can be expeditiously accomplished. A copy of the Committee's report and Bill 2-27, as reported without amendment, will be circulated later this week for your review. The Committee feels that prompt permanent Council action on this matter is urgent in order to facilitate payment of the salary increase to teachers and school officers within approximately sixty days. If you have any questions, please contact me or the Committee staff for additional clarification.

cc: Council Secretary (Robert Williams)
Legal Counsel (Edward Webb)
Legislative Counsel (Marsha Echols)

May 1967

# Memorandum — Government of the District of Columbia

TO: Julius W. Hobson, Chairman
Committee on Education, Recreation and Youth Affairs
D.C. City Council

Department, Agency, Office: Executive Office
Budget and Management Systems

FROM: Comer S. Coppie CSC gm
Special Assistant to the Mayor

Date: 4 FEB 1977

SUBJECT: TSA Pay Raise Estimates

This is in response to your inquiry on how the amount for the October, 1976, pay raise increase of 4.83% was calculated for Teachers' Salary Act personnel. The estimates were based on information available in October, 1976, as follows:

| Number of TSA Employees | Payroll Base | Increase Amount |
|---|---|---|
| 7,076 full time | $123,400,000 | $6,020,000 |
| 174 W.A.E. full-time equivalent | 2,900,000 | 145,000 |
| | $126,300,000 | $6,165,000 |

We believe these estimates to be accurate; they are consistent with budget data provided in the Fiscal Year 1977 column of the Fiscal Year 1978 budget submission of the Public Schools to the Mayor and Council.

Please do not hesitate to contact me if I can be of additional assistance.

BOARD OF EDUCATION OF THE DISTRICT OF COLUMBIA
PRESIDENTIAL BUILDING
415 TWELFTH STREET, N.W.
WASHINGTON, D.C. 20004

ERMAN E. EVANS, PRESIDENT
TTIE G. BENJAMIN, VICE PRESIDENT
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IGHT S. CROPP
ECUTIVE SECRETARY

VID A. SPLITT
NERAL COUNSEL

February 3, 1977

MEMORANDUM TO: The Honorable Julius W. Hobson, Sr., Chairman
Committee on Education, Recreation and Youth
Affairs

SUBJECT: Teachers' Salary Act Amendments of 1976: Impact of
Discrepancy in Estimated FY 1977 Requirement

During the meeting of your Committee on February 1, it was noted by Ms. Miner of your staff that the estimate provided by the Mayor of requirements for FY 1977 was $6,165,000, while the requirement provided to the Committee by our Budget Division was $6,453,904. The effect of permitting this discrepancy to continue is that the Public School System will be deprived of approximately $289,000 which is clearly required by our best estimate.

In recent years, we have experienced a most unfortunate history of payroll estimates by the City Government. In almost every case, the estimate has been not only inaccurate, but consistently well below the actual estimates. In every case, our staff has furnished all possible information to the City Government, and has shared all of its information and calculations with the City Government. In spite of this, the estimates entered into the budget submissions by the City have consistently short-changed the Public Schools, and has required the "absorption" of these discrepancies by the Public School System.

We object most strenuously to this continued practice, since it continues to require the children of this City to surrender services to

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Councilmember-At-Large

pay for legislated costs which the City has negotiated and committed itself to pay from other resources.

We have reviewed again the data and calculations used in arriving at our estimates of the cost of this pay raise in this fiscal year, and we confirm that these estimates are the most accurate possible from all of the data available to us. We have also taken the liberty to question the data and methodology used to arrive at the City's estimate, and we find both to be faulty. It appears that the City estimate was based on old payroll information, rather than current data, it also appears that only full-time permanent employees were used in calculating the requirement, although WAE and other non-permanent employment is included in the legislation and will require salary increases under that legislation.

It also appears to us that the calculations and estimates were made by the staff of the District Personnel Office rather than the District Budget Office, which appears to be highly inappropriate, since the requirement clearly calls for budgeting and accounting experience which should not be expected in the Personnel Office.

We do not know at this time what corrective action is possible, but we ask that the City Council intercede on our behalf to insure that the children of this City are not once again subjected to the ill effects of such casual inaccuracies. A discrepancy which exceeds a quarter of a million dollars does not appear to us to be inconsequential, and we must insist that the most accurate possible data be submitted to the Congress in support of this legislation.

Therman E. Evans

Therman E. Evans, M.D.
President
D.C. Board of Education

## Comparison of Pay Raise Estimates by Public Schools and City for FY 1977

| Pay Plan | Public School's Estimate | | City's Estimate | Difference | |
|---|---|---|---|---|---|
| | Based on Budget Data | Based on Payroll Data | | Based on Budget Data | Based on Payroll Data |
| TSA | $6,431,122 | $6,343,466 | $6,165,000 | $ 266,122 | $178,466 |
| GS | 707,384 | 641,772 | 543,400 | 163,984 | 98,372 |
| WG | 1,817,180 | 1,613,988 | | | |
| DGS | 352,000 | 352,000 | 1,734,900 | 752,984 | 536,686 |
| FS | 318,704 | 305,598 | | | |
| TOTAL | $9,626,390 | $9,256,824 | $8,443,300 | $1,183,090 | $813,524 |

Budget Division
February 4, 1977

## Summary of Pay Raise Requirements Based on Budget and Payroll Data

| Pay Plan | Budget | | Payroll 1/ | |
|---|---|---|---|---|
| | Pos. | Amount | Pos. | Amount |
| TSA Officer | 558 | $13,677,833 | 527 | $12,991,673 |
| WAE | ... | 62,370 | ... | ..... |
| Total | 558 | $13,740,203 | 527 | $12,991,673 |
| Pay increase @ 4.83% | ... | $ 663,652 | ... | $ 627,498 |
| Benefit | ... | 6,782 | ... | 6,275 |
| Total | ... | $ 670,434 | ... | $ 633,773 |
| TSA-15 | 6,746 | $113,611,667 | 6,645 | $111,751,262 |
| WAE | ... | 4,271,260 | ... | 5,048,973 2/ |
| Total | 6,746 | $117,882,927 | 6,645 | $116,800,235 |
| Pay increase @ 4.83% | ... | $ 5,693,745 | ... | $ 5,641,451 |
| Benefit | ... | 66,943 | ... | 68,242 |
| Total | ... | $ 5,760,688 | ... | $ 5,709,693 |
| GS (1A & 1D) | 1,128 ( 1) | $ 13,414,887 | 1,029 | $ 11,842,099 |
| E | ... | 846,296 | ... | 1,696,994 |
| Total | 1,128 ( 1) | $ 14,261,183 | 1,029 | $ 13,539,093 |
| Pay increase (see attachments) | ... | $ 655,701 | ... | $ 595,720 |
| Benefit | ... | 51,683 | ... | 46,052 |
| Total | ... | $ 707,384 | ... | $ 641,772 |
| WG (1A & 1D) | 1,729 (21) | $ 20,301,233 | 1,535 | $ 17,870,036 |
| WAE | ... | 188,367 | ... | 137,930 |
| Total | 1,729 (21) | $ 20,489,600 | 1,535 | $ 18,007,966 |
| Pay increase (see attachments) | ... | $ 1,682,885 | ... | $ 1,494,661 |
| Benefit | ... | 134,295 | ... | 119,327 |
| Total | ... | $ 1,817,180 | ... | $ 1,613,988 |
| TOTAL | 10,161 (22) | | 9,736 | |

1/ Based on End of December for TSA and End of September for GS and WG.
2/ Includes TSA-15 teaching positions reprogrammed to WAE.

Budget Division
February 4, 1977

# Council of the District of Columbia
## Notice of Public Hearing

City Hall, 14th and E Streets, N.W. Fifth Floor 638-2223 or Government Code 137-3806

PUBLIC HEARING ON BILL 2-3, "EDUCATIONAL ACCOUNTABILITY ACT OF 1977", AND BILL 2-19,"COOPERATIVE RESPONSIBILITY IN PUBLIC EDUCATION ACT OF 1977"

Thursday, February 24, 1977
10:00 a.m., 2:00 p.m.and 7:30 p.m.
Council Chamber, Room 500, City Hall

Councilman Julius W. Hobson, Chairman of the Committee on Education, Recreation, and Youth Affairs announces a public hearing on Bill 2-3, "Educational Accountability Act of 1977", and Bill 2-19,"Cooperative Responsibility in Public Education Act of 1977".

Bill 2-3 calls for the Board of Education to design within six (6) months and immediately implement an educational accountability plan for the D.C. Public Schools. The bill requires the Board of Education to establish specific goals and objectives for the school system, assess students' needs, establish minimum promotion and graduation standards, develop plans for corrective action, and report annually to the public on an individual school basis and on systemwide progress.

Bill 2-19 requires the Board of Education and the Superintendent of Schools to develop and implement educational goals and objectives, survey each school's student achievement, develop programs for meeting schools' needs, and annually report results to the Council and the Mayor. The bill further calls for compliance during the 1978-1979 school year with the first report due by August 1979.

Copies of both pieces of legislation are available by calling the Legislative Services Office of the City Council at 724-8050.

Council procedures allow citizens to comment both orally and in writing before the Committee on Education,Recreation, and Youth Affairs. Citizens wishing to comment in writing are invited to address their comments to Mr. Robert Williams, Secretary to the Council, Room 507, City Hall, 14th and E Streets, N.W., Washington, D.C. 20004. The official hearing record will close on March 7, 1977.

Citizens wishing to give oral testimony (limited to 5 minutes) may do so by registering with Mrs. Lorraine McCottry at 724-8072 by the close of business on Tuesday, February 22, 1977.

# Council of the District of Columbia
## Memorandum

District Building, 14th and E Streets, N.W. 20004 Fifth Floor 724-8000

To Robert Williams, Council Secretary

From Julius W. Hobson, Chairman, Education,Recreation and Youth Affairs Committee

Date February 4, 1977

Subject Additional Staffing for Committee on Education,Recreation and Youth Affairs

This is in reference to our discussion earlier this week concerning an additional staff position for the Committee on Education,Recreation and Youth Affairs. It is my judgement that it would not be adviseable to transfer Ms. Wanda Mitchell to the Committee staff at this time. Like other Committee Chairmen I feel that it is critical that I retain the perogative of selecting all staff. I would request, however, that when the position occupied by Ms. Mitchell is vacated, it be transferred to the Committee under my supervision as we had discussed.

# Council of the District of Columbia
## Memorandum

City Hall, 14th and E Streets, N.W. Fifth Floor 638-2223 or Government Code 137-3806

To Councilmembers

From Julius W. Hobson, Chairman, Committee on Education, Recreation and Youth Affairs

Date February 2, 1977

Subject Bill 2-27 "Additional Teachers' Salary Act Amendments of 1976"

The Committee on Education, Recreation, and Youth Affairs at its second regular meeting, February 1, 1977, reported out Bill 2-27, "Additional Teachers' Salary Act Amendments of 1976." As you will recall, the Council enacted an emergency measure, EA 1-84, during the previous Council Period, on December 7, 1976, which authorized a 4.83% pay increase for public school teachers and officers.

Mayor Washington allowed that emergency act to go into effect on January 10, 1977 without his signature; at that time, he resubmitted the teachers' pay raise bill and urged prompt action on a permanent basis. In response to the Committee's inquiry, the Executive has reiterated the position that permanent legislation on the 4.83% increase or Congressional approval of the FY 1977 Supplemental Appropriation is necessary before actual pay increases can be made.

During the deliberations on this matter, the Committee has reaffirmed its concern that teachers and school officers receive their October 1, 1976 pay increase as soon as possible. This pay adjustment for Teachers' Salary Act employees is identical to that authorized for policemen and firemen under the District of Columbia Police and Firemen's Salary Act Amendments of 1975 (DC Law 1-73), and is equivalent to the average pay increase granted employees under the General Schedule. It is the expressed opinion of the members of the Committee on Education, Recreation and Youth Affairs that the teachers' pay raise is overdue, especially since other city employees received such raises immediately after the October 1, 1976 authorization date.

The Committee on Education, Recreation and Youth Affairs voted unanimously to request a suspension of the Council rules for the discussion of Bill 2-27 at the Committee of the Whole Session on Monday, February 7, 1977 and consideration and action by the Council at the Legislative Session on February 8, 1977.

I urge your cooperation and support of the Committee's action so that permanent legislation can be expeditiously accomplished. A copy of the Committee's report and Bill 2-27, as reported without amendment, will be circulated later this week for your review. The Committee feels that prompt permanent Council action on this matter is urgent in order to facilitate payment of the salary increase to teachers and school officers within approximately sixty days. If you have any questions, please contact me or the Committee staff for additional clarification.

cc: Council Secretary (Robert Williams)
Legal Counsel (Edward Webb)
Legislative Counsel (Marsha Echols)

February 2, 1977

Mr. Leslie B. Milk
Acting Executive Director
[redacted]
1200 15th Street, N.W.
Washington, D.C. 20005

Dear Mr. Milk:

Thank you for sending me a copy of Mainstream, Inc.,'s new brochure. It is most impressive and tells the story of Mainstream's purposes effectively.

Sincerely,

Julius W. Hobson
Councilman at Large

February 2, 1977

Dr. David E. Rogers
The Robert Wood Johnson Foundation
Post Office Box 2316
Princeton, New Jersey 08540

Dear Dr. Rogers:

Thank you for sending me a copy of the report identifying the institutions in the District of Columbia who were recipients of grant funds from The Robert Wood Johnson Foundation for the improvement of health care.

Sincerely,

Julius W. Hobson
Councilman at Large

February 2, 1977

Mr. Lorenzo Jacobs
Director
Department of Housing and Community Development
Room 107, The District Building
Washington, D.C. 20004

Dear Mr. Jacobs:

A constituent has contacted me today complaining of the lack of water at an apartment complex managed by Belmar Realty Company located in the 2900 block of Knox Place, S.E., Specifically, 2919, 2921, 2923 and 2925 Knox Place, S.E. have had their water cut off four times since January 19, 1977.

I would appreciate it if you could make an inspection of these residences and take whatever appropriate actionsis necessary.

Thank you for your cooperation.

Sincerely,

Julius W. Hobson
Councilman at Large

GOVERNMENT OF THE DISTRICT OF COLUMBIA
DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT
WASHINGTON, D.C.

Reply To

28 FEB 1977

Honorable Julius W. Hobson
Council of the District of Columbia
District Building
14th and E Streets, N.W.
Washington, D.C. 20004

Dear Councilman Hobson:

I am responding to your letter of February 1, 1977 concerning the interruption of water service on a number of occasions since January 19, 1977 at the apartment buildings located at 2919, 2921, 2923, and 2925 Knox Place, S.E.

Information provided by Mr. Carroll A. Swanson, Acting Administrator of our Neighborhood Improvement Administration, indicates that according to the records of the Housing Regulation Division three complaints concerning a lack of water at premises located in the 2900 block of Knox Place, S.E. were received between January 19, 1977 and the date of your letter, February 1, 1977. On January 21, 1977 such a complaint was received with respect to 2925 Knox Place, S.E., an inspection was conducted on that date, and water service was restored in the late afternoon. On February 1, 1977 two complaints were received concerning a lack of water at 2921 and 2925 Knox Place, S.E., inspections were conducted on that date, and again water service was restored in the late afternoon. On both occasions the extremely cold weather which the city was experiencing caused water lines at the premises to freeze and burst, resulting in the interruption of water service. No complaints have been received since February 1, 1977, and inspections conducted on February 9 and 10, 1977 confirmed that water service was being provided to all the buildings located in the 2900 block of Knox Place, S.E.

I hope that the foregoing information will be useful to you. Should you desire any additional information concerning this matter, please let me know.

Sincerely yours,

LORENZO W. JACOBS, JR.
Director

COUNCIL OF THE DISTRICT OF COLUMBIA

WASHINGTON, D. C. 20004

JULIUS W. HOBSON
Councilman at Large

February 1, 1977

Ms. Annie L. Britt
20 Q Street, N.E. #5
Washington, D.C. 20002

Dear Ms. Britt:

Enclosed is a copy of a response received from Mr. John Waggener of the George Washington University concerning your employment referrals which is self explanatory.

If I can be of further assistance please let my office know.

Sincerely,

Julius W. Hobson
Councilman at-Large

Attachment

COUNCIL OF THE DISTRICT OF COLUMBIA

WASHINGTON, D. C. 20004

SECOND REGULAR MEETING

COMMITTEE ON EDUCATION, RECREATION & YOUTH AFFAIRS

Tuesday, February 1, 1977
10.00 A.M.
Room 501

AGENDA

I. Quorum Call

II. Consideration of Bill 2-27 "Additional Teachers' Salary Act of 1976"

III. New Business

IV. Adjournment

# Council of the District of Columbia
## Memorandum

District Building, 14th and E Streets, N.W. 20004 Fifth Floor 724-8000

To Members, Committee on Education, Recreation, and Youth Affairs

From Patricia E. Miner, Staff Director

Date February 1, 1977

Subject "Additional Teachers' Salary Act Amendments of 1976", Bill 2-27

Bill 2-27 was submitted by Mayor Washington on January 10, 1977, introduced by Chairman Tucker, and referred to the Committee on Education, Recreation, and Youth Affairs on January 13, 1977. Bill 2-27 was published in the D.C. Register on January 21 , 1977.

Bill 2-27 is identical to EA 1-84, which was passed by the Council on December 7, 1976. EA 1-84 constituted an emergency enactment of Bill 1-399, which was approved by the Committee on Education, Recreation, and Youth Affairs on November 18, 1976 as an emergency measure. Bill 1-399 was published in the D.C. Register on November 19, 1976.

In the correspondence from Mayor Washington which accompanied Bill 2-27, prompt action on the permanent legislation was urged. The proposed pay adjustment for Teachers' Salary Act Employees is identical to that authorized for policemen and firemen under the District of Columbia Police and Firemen's Salary Act Amendments of 1975 (D.C. Law 1-73) and is equivalent to the average pay increase recently granted employees under the General Schedule.

Funding for all pay increases, including funding for other salary scale employees, has been identified and was included in the FY 1977 supplemental budget. According to the Mayor, the estimated annual expenditures for public school teachers and university faculty is $7.2 million; according to estimates provided by the Mayor during consideration of Bill 1-399, $6,165,000 is available in fiscal year, through such supplemental appropriations, for the cost of teachers and school officers increased pay. A telephone inquiry of the Office of Budget in the public schools indicated that the total cost of the pay raise in FY 1977 would be $6,453,904.

# Council of the District of Columbia
## Memorandum

District Building, 14th and E Streets, N.W. 20004 Fifth Floor 724-8000

To MEMBERS OF THE COUNCIL

From ROBERT A. WILLIAMS, SECRETARY TO THE COUNCIL

Date JANUARY 13, 1977

Subject REFERRAL OF PROPOSED LEGISLATION

Notice is herewith given that the following proposed legislation has been filed with the Office of the Secretary on January 10, 1977. Copies are available in Room 221, Legislative Services.

Title: Additional Teachers' Salary Amendments of 1976, Bill 2-27

Introduced by: The Chairman at the request of the Mayor

The Chairman is referring this proposed legislation to the Committee on Education, Recreation and Youth Affairs.

WALTER E. WASHINGTON
Mayor

THE DISTRICT OF COLUMBIA
WASHINGTON, D.C. 20004

Honorable Sterling Tucker
Chairman
Council of the District of Columbia
Washington, D.C.

10 JAN 1977

Dear Mr. Chairman:

Pursuant to the requirements of section 203 of the Teachers' Salary Act Amendments of 1974 (D.C.Code, sec. 31-1501a), I am submitting for the consideration of the Council of the District of Columbia a draft bill "To provide additional compensation for the District of Columbia Teachers." I am also submitting the most recent information compiled by the Board of Education in compliance with this provision of law, dated February 26, 1976.

The draft bill would amend the District of Columbia Teachers' Salary Act of 1955 to provide, effective on the first day of the first pay period beginning on or after October 1, 1976, an across-the-board increase in salaries of 4.83 percent. The proposed pay adjustment for teachers and officers of the public school system is identical to that authorized for policemen and firemen under the District of Columbia Police and Firemen's Salary Act Amendments of 1975 (D.C. Law 1-73) and is equivalent to the average pay increase recently granted employees under the General Schedule.

Funding for all pay increases, including funding for the same percentage level of increase in compensation for the faculty and professional staff of the University of the District of Columbia, has been identified and was included in the supplemental budget request for the 1977 fiscal year submitted to the Council of the District of Columbia on October 29, 1976.

The estimated annual expenditures for the proposed salary increases for the public school teachers and the University faculty is $7.2 million and will require approval of a supplemental appropriation for the 1977 fiscal year by the Council and the Congress. The proposed authorizing legislation is, accordingly, in the form of permanent legislation since until appropriations to carry out its

provisions are approved, emergency legislation will not enable the pay increases to be made. Accordingly, while the Council passed Bill EA 1-84, the Emergency Additional Compensation for Teachers Act, and presented it to me for approval on December 23, 1976, and I have allowed it to become law without my signature, permanent legislation is required and I urge the Council to take prompt action on the enclosed draft bill.

Sincerely yours,

WALTER E. WASHINGTON
Mayor

Enclosure

A BILL

2-27

To provide additional compensation for District of Columbia Teachers.

OFFICE OF THE SECRETARY
DISTRICT OF COLUMBIA

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the "Additional Teachers' Salary Act Amendments of 1976".

Sec. 2. The District of Columbia Teachers' Salary Act of 1955, (D.C. Code, section 31-1501, et seq.) is amended as follows:

(1) Effective on the first day of the first pay period beinning on or after October 1, 1976, the salary schedule contained in section 1 of such Act (D.C. Code, section 31-1501) is amended to read as follows:

(2) " TEACHERS AND SCHOOL OFFICERS SALARY SCHEDULE

| "Salary Class and Group | SERVICE STEP 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---|---|---|---|---|---|---|---|---|---|
| Class 1A | $52,076 | | | | | | | | |
| Class 1B | 45,781 | | | | | | | | |
| Class 2A | 43,492 | | | | | | | | |
| Class 2B | 41,203 | | | | | | | | |
| Class 3 | 31,347 | 32,092 | 32,836 | 33,580 | 34,324 | 35,070 | 35,814 | 36,558 | 37,303 |
| Class 4 | 27,524 | 28,174 | 28,824 | 29,475 | 30,125 | 30,775 | 31,425 | 32,075 | 32,725 |
| Class 5 Group B-MA | 26,041 | 26,657 | 27,275 | 27,891 | 28,507 | 29,125 | 29,741 | 30,358 | 30,975 |
| Group C-MA+30 | 26,596 | 27,213 | 27,830 | 28,447 | 29,063 | 29,681 | 30,297 | 30,913 | 31,531 |
| Group D-Doctors | 27,135 | 27,753 | 28,369 | 28,985 | 29,602 | 30,219 | 30,836 | 31,452 | 32,447 |
| Class 6 Group B-MA | 24,879 | 25,468 | 26,058 | 26,647 | 27,236 | 27,824 | 28,413 | 29,002 | 29,591 |
| Level IV-Principal | 24,879 | 25,468 | 26,058 | 26,647 | 27,236 | 27,824 | 28,413 | 29,002 | 29,591 |
| Level III-Principal | 24,147 | 24,736 | 25,324 | 25,913 | 26,502 | 27,091 | 27,680 | 28,268 | 28,858 |
| Level II-Principal | 23,419 | 24,007 | 24,596 | 25,185 | 25,775 | 26,364 | 26,952 | 27,541 | 28,130 |
| Level I-Principal | 22,690 | 23,280 | 23,869 | 24,458 | 25,046 | 25,635 | 26,224 | 26,813 | 27,403 |
| Group C-MA+30 | 25,435 | 26,024 | 26,613 | 27,202 | 27,790 | 28,380 | 28,969 | 29,557 | 30,147 |
| Level IV-Principal | 25,435 | 26,024 | 26,613 | 27,202 | 27,790 | 28,380 | 28,969 | 29,557 | 30,147 |
| Level III-Principal | 24,702 | 25,292 | 25,879 | 26,469 | 27,058 | 27,647 | 28,236 | 28,824 | 29,413 |
| Level II-Principal | 23,975 | 24,563 | 25,152 | 25,741 | 26,330 | 26,919 | 27,507 | 28,097 | 28,686 |
| Level I-Principal | 23,024 | 23,613 | 24,202 | 24,791 | 25,379 | 25,968 | 26,558 | 27,147 | 27,736 |
| Group D-Doctors | 25,975 | 26,563 | 27,152 | 27,741 | 28,330 | 28,919 | 29,508 | 30,097 | 30,686 |
| Level IV-Principal | 25,975 | 26,563 | 27,152 | 27,741 | 28,330 | 28,919 | 29,508 | 30,097 | 30,686 |
| Level III-Principal | 25,241 | 25,830 | 26,419 | 27,007 | 27,596 | 28,186 | 28,775 | 29,364 | 29,952 |
| Level II-Principal | 24,513 | 25,102 | 25,691 | 26,280 | 26,869 | 27,458 | 28,046 | 28,635 | 29,225 |
| Level I-Principal | 23,785 | 24,374 | 24,963 | 25,552 | 26,141 | 26,730 | 27,319 | 27,908 | 28,497 |

Teachers and School Officers Salary Schedule (Con't.)

| "Salary Class and Group | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---|---|---|---|---|---|---|---|---|---|
| Class 7 Group B-MA | $22,891 | 23,435 | 23,980 | 24,524 | 25,069 | 25,613 | 26,157 | 26,702 | 27,246 |
| Group C-MA+30 | 23,446 | 23,990 | 24,535 | 25,080 | 25,625 | 26,169 | 26,713 | 27,258 | 27,802 |
| Group D-Doctors | 23,985 | 24,530 | 25,074 | 25,618 | 26,163 | 26,708 | 27,253 | 27,797 | 28,341 |
| Class 8 Group B-MA | 21,257 | 21,785 | 22,313 | 22,840 | 23,369 | 23,896 | 24,424 | 24,952 | 25,480 |
| Group C-MA+30 | 21,813 | 22,340 | 22,869 | 23,396 | 23,924 | 24,452 | 24,980 | 25,507 | 26,036 |
| Group D-Doctors | 22,352 | 22,879 | 23,407 | 23,935 | 24,463 | 24,990 | 25,519 | 26,046 | 26,574 |
| Class 9 Group B-MA | 20,557 | 21,096 | 21,635 | 22,174 | 22,712 | 23,252 | 23,791 | 24,330 | 24,869 |
| Group C-MA+30 | 21,113 | 21,630 | 22,146 | 22,663 | 23,180 | 23,697 | 24,213 | 24,729 | 25,246 |
| Group D-Doctors | 21,652 | 22,168 | 22,685 | 23,202 | 23,719 | 24,236 | 24,752 | 25,268 | 25,785 |
| Class 10Group B-MA | 19,896 | 20,396 | 20,896 | 21,396 | 21,896 | 22,396 | 22,896 | 23,396 | 23,896 |
| Group C-MA+30 | 20,451 | 20,952 | 21,451 | 21,951 | 22,451 | 22,951 | 23,452 | 23,952 | 24,452 |
| Group D-Doctors | 20,990 | 21,490 | 21,990 | 22,490 | 22,990 | 23,490 | 23,990 | 24,490 | 24,990 |
| Class 11Group B-MA | 19,246 | 19,729 | 20,212 | 20,697 | 21,180 | 21,663 | 22,146 | 22,630 | 23,113 |
| Group C-MA+30 | 19,801 | 20,285 | 20,768 | 21,252 | 21,735 | 22,219 | 22,702 | 23,185 | 23,669 |
| Group D-Doctors | 20,340 | 20,823 | 21,308 | 21,791 | 22,274 | 22,758 | 23,241 | 23,724 | 24,207 |
| Class 12Group B-MA | 18,585 | 19,046 | 19,507 | 19,968 | 20,429 | 20,891 | 21,352 | 21,813 | 22,274 |
| Group C-MA+30 | 19,141 | 19,601 | 20,062 | 20,524 | 20,985 | 21,446 | 21,907 | 22,369 | 22,830 |
| Group D-Doctors | 19,680 | 20,141 | 20,601 | 21,062 | 21,524 | 21,985 | 22,446 | 22,907 | 23,369 |
| Class 13Group B-MA | 17,079 | 17,635 | 18,190 | 18,746 | 19,301 | 19,857 | 20,412 | 20,968 | 21,524 |
| Group C-MA+30 | 17,635 | 18,190 | 18,746 | 19,301 | 19,857 | 20,412 | 20,968 | 21,524 | 22,079 |
| Group D-Doctors | 18,173 | 18,729 | 19,285 | 19,840 | 20,396 | 20,951 | 21,507 | 22,063 | 22,618 |

Teachers and School Officers Salary Schedule (Con't.)

| "Salary Class and Group | SERVICE STEP 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | Longevity Step Y |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Class 14 Group A-BA | 13,057 | 13,634 | 14,212 | 14,790 | 15,368 | 15,946 | 16,523 | 17,101 | 17,679 | 18,256 | 18,835 | 19,412 | 19,990 | |
| Group B-MA | 14,163 | 14,740 | 15,318 | 15,895 | 16,474 | 17,052 | 17,629 | 18,207 | 18,784 | 19,363 | 19,941 | 20,518 | 21,096 | |
| Group C-MA+30 | 14,718 | 15,296 | 15,873 | 16,451 | 17,030 | 17,607 | 18,185 | 18,762 | 19,340 | 19,919 | 20,496 | 21,074 | 21,652 | |
| Group D-Doctors | 15,257 | 15,835 | 16,412 | 16,990 | 17,568 | 18,146 | 18,724 | 19,301 | 19,879 | 20,458 | 21,035 | 21,613 | 22,190 | |
| Class 15 Group A-BA | 11,045 | 11,484 | 11,923 | 12,363 | 12,801 | 13,240 | 13,796 | 14,351 | 14,907 | 15,462 | 16,018 | 16,574 | 17,129 | 18,463 |
| Group A-1-BA+15 | 11,595 | 12,034 | 12,474 | 12,912 | 13,351 | 13,790 | 14,346 | 14,902 | 15,457 | 16,013 | 16,568 | 17,124 | 17,680 | 19,569 |
| Group B-BA+30,MA | 12,151 | 12,706 | 13,262 | 13,818 | 14,373 | 14,929 | 15,618 | 16,307 | 16,996 | 17,685 | 18,374 | 19,062 | 19,752 | 21,546 |
| Group C-MA+30 | 12,706 | 13,262 | 13,818 | 14,373 | 14,929 | 15,484 | 16,173 | 16,863 | 17,552 | 18,240 | 18,929 | 19,618 | 20,308 | 22,113 |
| Group D-MA+60, Doctors | 13,262 | 13,818 | 14,373 | 14,929 | 15,484 | 16,040 | 16,729 | 17,419 | 18,107 | 18,796 | 19,485 | 20,173 | 20,863 | 22,835" |

(3) Effective on the first day of the first pay period beginning on or after October 1, 1976, the schedule of pay rates in section 13(a) of such Act (D.C. Code, sec. 31-1542(a) is amended to read as follows:

| "Classification | Per Period | | |
|---|---|---|---|
| | Step 1 | Step 2 | Step 3 |
| Summer school (regular): | | | |
| Teachers, elementary and secondary schools: counselors, elementary and secondary schools: librarian, elementary and secondary schools: school social worker; speech correctionist, school psychologist | $ 9.76 | $ 11.08 | $ 12.48 |
| Psychiatric social worker | 11.22 | 12.74 | 14.35 |
| Veterans' summer school centers: Teachers | 9.76 | 11.08 | 12.48 |
| Adult education schools: | | | |
| Teacher | 10.74 | 12.19 | 13.73 |
| Assistant principal | 15.04 | 17.07 | 19.22 |
| Principal | 16.65 | 18.89 | 21.28" |

(4) Notwithstanding the salary increases provided by this section, the rate of compensation payable to class 1A shall not exceed the rate of basic pay for

level III of the Executive Schedule and the rate of compensation payable to any other class shall not exceed the rate of basic pay for level V of the Executive Schedule.

Sec. 3. (a) Retroactive compensation or salary shall be paid by reason of the amendments made by this act only in the case of an individual in the service of the Board of Education of the District of Columbia (including service in the Armed Forces of the United States) on the date of enactment of this act, except that such retroactive compensation or salary shall be paid —

(1) to any employee covered in this act who retired during the period beginning on the first day of the first pay period which began on or after October 1, 1976, and ending on the date of enactment of this act, for services rendered during such period; and

(2) in accordance with the provisions of subchapter VIII of chapter 55 of title 5, United States Code (relating to settlement of accounts of deceased employees), for services rendered during the period beginning on the

first pay period which began on or after October 1, 1976, and ending on the date of enactment of this act, by any such employee who dies during such period.

(b) For the purposes of this section, service in the Armed Forces of the United States in the case of an individual relieved from training and service in the Armed Forces of the United States, or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the municipal government of the District of Columbia.

Sec. 4. This act shall take effect at the end of the period provided for Congressional review of acts of the Council of the District of Columbia in subsection (c) of section 602 of the District of Columbia Self-Government and Governmental Reorganization Act.

PUBLIC SCHOOLS OF THE DISTRICT OF COLUMBIA
OFFICE OF THE SUPERINTENDENT
THE PRESIDENTIAL BUILDING — 415 TWELFTH STREET, N. W.
WASHINGTON, D. C. 20004

VINCENT E. REED
Acting Superintendent

(202) 737-5

February 26, 1976

To the Board of Education
of the District of Columbia

Ladies and Gentlemen:

SUBJECT: COMPLIANCE WITH SEC. 203
OF PUBLIC LAW 93-407

The Acting Superintendent is submitting herewith for transmittal to the Mayor, the data required. The attachments show:

(a) Percentage rate of the cost-of-living change since the effective date of the last increase of the compensation schedule for educational personnel in the District of Columbia; and

(b) Results of a study comparing compensation of teachers in the District of Columbia with (1) teachers in cities of comparable size, and (2) teachers within other jurisdictions of the Washington metropolitan area.

Respectfully submitted,

Vincent E. Reed
Acting Superintendent of Schools

Attachments

Public Schools of the District of Columbia

Public Law 93-407

"SEC. 203. Beginning with the calendar year 1975, the District of Columbia Board of Education shall, by March 1 of each year, submit to the Mayor of the District of Columbia the--

(a) percentage rate of the cost-of-living change since the effective date of the last increase of the compensation schedule for educational personnel in the District of Columbia; and

(b) results of a study comparing compensation of teachers in the District of Columbia with (1) teachers in cities of comparable size, and (2) teachers within other jurisdictions of the Washington metropolitan area."

In compliance with Part (a) of Sec. 203, Public Law 93-407, the following statistics and accompanying Table I are submitted:

1. The effective dates for the last increases of the compensation schedule for educational personnel in the District of Columbia were:

   TSA employees - January 1975
   GS employees - October 1975

2. The changes in cost-of-living, as measured by changes in the Consumer Price Index (see Table I), indicate an increase of 6.8% in the cost-of-living between January 1975 and January 1976.

3. Thus, both TSA and GS personnel have not received salary increments between January 1975 and January 1976 which are commensurate with the rise in the Consumer Price Index. Entry-level TSA-15 employees (classroom teachers) received less of an increase in salary compensation than did entry-level GS-9 employees, and the January 1976 starting salary, on the basis of a comparable period of employment, for the TSA-15 employee is $1,295 less than that of the GS-9 employee.

In compliance with Part (b) of Sec. 203, Public Law 93-407, the statistics in the second table are presented.

COMPARISON OF CHANGES IN COST-OF-LIVING (CONSUMER PRICE INDEX) AND COMPENSATION SCALES 1/
FOR ENTRY-LEVEL EDUCATIONAL PERSONNEL IN DISTRICT OF COLUMBIA: JANUARY 1975 - JANUARY 76

| | CONSUMER PRICE INDEX | | COMPENSATION SCALE | | | | |
|---|---|---|---|---|---|---|---|
| | | | GS-9 Personnel | | | TSA-15 Personnel | |
| Month/Year | Point Index 2/ | Percent Change 3/ Over Previous Month | Salary (10 Months) | Salary (12 Months) | Percent Change Over Previous Month | Salary (Annual) | Percent Chang Over Previous Mont |
| January 1976 | 166.7 | + .2% | $ 11,235 | $ 13,482 | 0% | $ 9,940 | 0% |
| December 1975 | 166.3 | + .4% | $ 11,235 | $ 13,482 | 0% | $ 9,940 | 0% |
| November | 165.6 | + .6% | $ 11,235 | $ 13,482 | 0% | $ 9,940 | 0% |
| October | 164.6 | + .6% | $ 11,235 | $ 13,482 | 5.0% | $ 9,940 | 0% |
| September | 163.6 | + .5% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| August | 162.8 | + .3% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| July | 162.3 | +1.1% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| June | 160.6 | + .8% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| May | 159.3 | + .4% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| April | 158.6 | + .5% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| March | 157.8 | + .4% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| February | 157.2 | + .7% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 0% |
| January 1975 | 156.1 | + .5% | $ 10,701 | $ 12,841 | 0% | $ 9,940 | 3.0% |

Percent Change in
Consumer Price Index,
January 1975 - January 1976..... + 6.8% (cost of living increase) ..... October 1975 - January 1976 .....1.3%

1/ Source: The statistics on the Consumer Price Index taken from monthly Consumer Price Index Reports published by the Bureau of Labor Statistics of the U. S. Department of Labor.

2/ The point index refers to a value in terms of a base figure of 100, the cost of 400 standard purchase items in 1967. The point index value of 166.7 in January 1976, for example, means an increase of 66.7% in the cost of the standard items since 1967.

3/ The calculation of the percent of change is achieved by the use of the formula presented in each monthly Consumer Price Index Report:
a. Take monthly consumer point index,
b. Subtract designated previous month's point index,
c. Obtain index point difference,
d. Divide c. by b. and multiply by 100 to obtain percent change.

Prepared by
Office of Planning, Research, and Evaluation
February 1976

Public Schools of the District of Columbia

COMPARISON OF ESTIMATED AVERAGE ANNUAL SALARIES FOR CLASSROOM TEACHERS, 1969-1970 AND 1974-1975

| Fourteen Large Cities | 1969-1970 Average Salaries | Rank | 1974-1975 Average Salaries | Rank | Five-Year Increase Amount | Percent | Rank (According to %) |
|---|---|---|---|---|---|---|---|
| Baltimore | $ 8,998 | 11 | $11,119 | 11 | 2,121 | 23.6 | 12 |
| Boston | 9,300 | 9 | 13,032 | 8 | 3,732 | 40.1 | 6 |
| Chicago | 10,400 | 3 | 15,969 | 2 | 5,569 | 53.6 | 2 |
| Cleveland | 9,220 | 10 | 12,653 | 9 | 3,433 | 37.2 | 8 |
| Dallas | 7,800 | 13 | 10,615 | 12 | 2,815 | 36.1 | 9 |
| Houston | 7,837 | 12 | 9,019 | 14 | 1,182 | 15.1 | 14 |
| Los Angeles | 10,350 | 4 | 14,985 | 4 | 4,635 | 44.8 | 5 |
| Milwaukee | 9,394 | 8 | 14,250 | 6 | 4,856 | 51.7 | 3 |
| New Orleans | 7,700 | 14 | 10,100 | 13 | 2,400 | 31.2 | 11 |
| New York | 9,800 | 7 | 16,400[1/] | 1 | 6,600 | 67.4 | 1 |
| Philadelphia | 10,000 | 5 | 14,635 | 5 | 4,635 | 46.4 | 4 |
| St. Louis | 9,878 | 6 | 11,716 | 10 | 1,838 | 18.6 | 13 |
| San Francisco | 10,900 | 1 | 15,250 | 3 | 4,350 | 39.9 | 7 |
| Washington, D.C. | 10,660 | 2 | 14,005 | 7 | 3,345 | 31.4 | 10 |
| Surburban Washington, D.C. School Systems: | | | | | | | |
| Alexandria | 9,994 | 4 | 14,156 | 2 | 4,162 | 41.6 | 2 |
| Arlington County | 10,833 | 1 | 15,686 | 1 | 4,853 | 44.8 | 1 |
| Fairfax County | 10,107 | 3 | 13,578 | 4 | 3,471 | 34.3 | 4 |
| Montgomery County | 9,834 | 6 | 13,332 | 5 | 3,498 | 35.6 | 3 |
| Prince George's County | 9,900 | 5 | 13,247 | 6 | 3,347 | 33.8 | 5 |

1/ New York reported median salary instead of average.

Source: Large Cities from USOE-NCES "Statistics of Public (Elementary and Secondary Day) Schools, Fall 1969 and 1974".
Surrounding areas from budget documents of respective jurisdictions.

Prepared by
Office of Planning, Research and Evaluation
October 14, 1975

# Council of the District of Columbia
## Memorandum

City Hall, 14th and E Streets, N.W. Fifth Floor 638-2223 or Government Code 137-3806

To Sterling Tucker, Chairman, Council of the District of Columbia

From JWH Julius W. Hobson, Councilman-at-Large

Date February 1, 1977

Subject Proposal to consolidate the Council's Legislative Agenda

Pursuant to your memorandum of January 10, 1977, I wish to express my thoughts on your proposal to consolidate the Council's legislative agenda and set its legislative priorities for the Second Council Period.

I oppose this proposal because it would excessively restrict the issues that the Council would address legislatively over the next two years. As Councilmembers we have the right -- at any time -- to introduce legislation that we feel represents the best interests of our constituency. Any limitation on this power would cripple the democratic process and negate our obligations and responsibilities as public officials.

As an at-Large Councilmember, I received 48,708 votes for the priorities which were outlined during the campaign. These include increasing self-determination through Statehood and the initiative and referendum process, improving educational accountability in the public schools, increasing opportunities for youth employment, and addressing environmental and energy issues that face the District. None of these areas were clearly outlined as priorities in your proposed "legislative agenda."

I have tried to represent the best interests of my constituents. While I believe in efficiency, and my staff has continuously worked to meet deadlines, produce quality products, and cooperate with your general administrative guidelines, we were not elected as Councilmembers to represent the Chairman's personal legislative priorities.

As members of a legislative body it is presumptious to judge the appropriateness of legislation before it is introduced. It is the public who should determine legislative direction, and as elected officials we are obligated to carry out their will.

To my knowledge no other state legislature seeks to restrict its members on the introduction and consideration of legislation. This proposal would make the Council less responsive to the will

of the citizens and more of a programmed political machine. I do not want to see the Council become less democratic in the name of efficiency.

I plan to consider any legislation assigned to my Committee in a rapid and thorough manner. I would welcome your suggestions on how this specific process could be improved.

cc; All Councilmembers

# Council of the District of Columbia
## Memorandum

City Hall, 14th and E Streets, N.W. Fifth Floor 638-2223 or Government Code 137-3806

To Julius W. Hobson, Chairman, Education, Recreation and Youth Affairs Committee

From Willie Hardy, Committee Member WH.

Date February 1, 1977

Subject Teachers' Pay Raise (Bill 2-27)

During the meeting of the Committee on Education, Recreation and Youth Affairs on Bill 2-27, the issue of insufficient funding in the FY 1977 Supplemental Appropriation for the teachers' pay increase was discussed. I would like to request that you inquire of Superintendent Reed and/or Deputy Superintendent Winner whether the $6,165,000 is sufficient to pay all costs associated with Bill 2-27. Furthermore, I would like you to also ask how any funding shortfall would be met by the Public Schools. Please request that the public schools explain how cost estimates are computed and that details be provided; information should be provided which documents the cost estimate which the public schools transmitted to the Office of Budget and Management for the preparation of the FY 1977 Supplemental Appropriation request.

RECEIVED
FEB 01 1977
Julius Hobson, Sr.
Councilmember-At-Large

RECEIVED
JAN 31 1977
Julius Hobson, Sr.
Councilmember-At-Large

cc: Councilman Spaulding

COUNCIL OF THE DISTRICT OF COLUMBIA

WASHINGTON, D. C. 20004

JULIUS W. HOBSON
Councilman at Large

February 1, 1977

Mr. Vincent Reed
Superintendent of Schools
The Presidential Building
415 12th Street, N.W.
Washington, D.C. 20004

Dear Vince:

At its Second Regular Meeting, the Committee on Education, Recreation and Youth Affairs approved Bill 2-27, "Additional Teachers' Salary Act Amendments of 1976", and will file its recommendation for Council action as soon as possible.

During the Committee's deliberations, it was stated that the FY 1977 Supplemental Appropriations Act contains insufficient funds for the total cost of the 4.83% increase for teachers and school officers. Funding has been provided in the FY 77 Supplemental Appropriation in the amount of $6,165,000 for this purpose. Ms. Miner of my staff informally ascertained that the actual cost of the 4.83% increase would be $6,453,904; this reveals an apparent shortfall of $288,904. Please provide the Committee with an official cost estimate of providing pay increases for Teachers' Salary Act Employees in Bill 2-27. What would be the impact of underfunding for this purpose? Please detail how such cost estimates are computed, providing such information as may be required to illustrate the computation formula. What estimate did the Public Schools provide the Office of Budget and Management Services with regard to Bill 2-27 (or Bill 1-399, which was identical legislation during Council Period One)?

I would appreciate a reply as soon as possible. If you need any further information, please contact Pat Miner.

Sincerely,

Julius W. Hobson

Julius W. Hobson
Chairman
Committee on Education, Recreation & Youth Affairs

cc: Councilmember Willie Hardy
Councilmember William Spaulding
Council Chairman Sterling Tucker

Julius W. Hobson, Chairman, Education, Recreation and Youth Affairs Committee

Willie Hardy, Committee Member

February 1, 1977

Teachers' Pay Raise (Bill 2-27)

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